

Alabama A&M University Statement on Harassment

The University is committed to a work environment in which all individuals are treated with respect and dignity. Therefore, discrimination or harassment based on age, race, gender, color, religion, national origin, disability, genetic information, sexual orientation, covered veteran status, or any other characteristics protected under state, federal, or local law will not be tolerated. This policy applies to all applicants, employees, students, guests, vendors, and persons doing business with the University. These policies specifically prohibit harassment, discrimination and retaliation whether engaged in by fellow employees, by a supervisor or manager or by someone not directly connected to the University. (e.g., an outside vendor or customer).

TITLE IX

Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681) is an all-encompassing federal law that prohibits discrimination based on the gender of students and employees of educational institutions which receive federal financial assistance. Title IX also prohibits sexual harassment, which includes sexual assault and sexual violence.

Sexual Violence

Sexual violence is a form of sexual harassment, prohibited by Title IX, which includes conduct that is criminal in nature. Sexual violence refers to sexual acts perpetrated against a person's will where consent is not obtained or where a person is incapable of giving consent due to his/her use of alcohol or other drugs. Different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual coercion, unwanted touching, dating violence, and sexually motivated stalking.

Sexual Harassment

Sexual harassment, which is a form of sex-based discrimination, prohibited by Title IX consisting of offensive verbal or physical conduct relating to sex or gender (ranging from sexual violence, to unwelcome sexual advances, to more subtle verbal and non-verbal behavior) that is implicitly or explicitly:

- A term or condition of employment, or status in a course, program or activity; OR
- A factor in employment/educational decisions; OR
- Has the purpose or effect of interfering with work/educational performance; creating an intimidating, hostile or offensive work/learning environment; or interfering with one's ability to participate in or benefit from an institutional program or activity.

Harassment on the basis of race, color, religion, national origin, age, disability, sexual orientation or citizenship status, or any other characteristic protected by law, is also strictly prohibited.

Duty to Report

Employees with a duty to report violations of this policy include faculty, administrators, coaches, staff, graduate assistants, student employees, and volunteers who have supervisory, evaluative, grading, or advisory responsibility over other members of the University community.

Any employee who receives a complaint of sexual misconduct, learns of what may be potential sexual misconduct, or observes conduct that may constitute a violation of the policy is required to report the alleged conduct immediately to the Title IX Coordinator in the Office of Human Resources (HR).

Retaliation Prohibited

Title IX prohibits retaliation for making a good faith complaint about sex-based discrimination, including sexual harassment/violence, or for participating in an investigation of alleged sex-based discrimination. Anyone who believes, or receives a complaint, that prohibited retaliation has or is occurring should immediately contact the Title IX Coordinator.

Alabama A&M University Grievance Process

Student:

If you are a student who believes you have been subjected to (1) sexual discrimination by University faculty or staff; or (2) any other form of gender discrimination under Title IX, you may report such misconduct or file a formal complaint with the Title IX Coordinator for employees in the Office of Human Resources (HR). If you are a student who believes you have been or are the victim of sexual harassment, including sexual assault, sexual violence or other sexual misconduct, by another University student, you may report such conduct or file a complaint under Title IX with the Title IX Coordinator for Students, the Department of Public Safety, and/or Director of Counseling Services. Complaints of student sexual misconduct are addressed by the University Judicial Officer.

Employee:

If you are an employee who believes you have been subjected to sexual discrimination under Title IX, including sexual harassment, or who wishes to file a complaint under Title IX you can do so with the Title IX Coordinator in the Office of Human Resources (HR).

Filing a Criminal Complaint

Victims of sexual assault or misconduct have the right to file criminal complaint by contacting the Alabama A&M University Public Safety Department, P.O. Box 4900, Normal, AL 35762, (256) 372-5555. Victims may file criminal complaint before, during, or after the university's investigation of sexual assault or misconduct.

Confidential Resources

Crisis Services of North Alabama
(256) 716-1000

Alabama A&M University Health and Counseling Services
(256) 372-5601

Title IX Information

WHO IS COVERED BY TITLE IX?

Educational institutions that receive federal financial assistance are covered by Title IX. If only one of the institution's programs or activities receives federal funding, all of the programs within the institution must comply with Title IX regulations. In compliance with Title IX, Alabama A&M University prohibits discrimination in employment as well as in all programs and activities on the basis of sex.

FAILURE TO COMPLY WITH TITLE IX

Failure to comply with Title IX in the most extreme circumstances may include the termination of all or part of an institution's federal funding. This includes grants, subsidies, and other program funds from the federal government. In addition to the loss of federal funds, universities may be sued by those seeking redress for violations of Title IX. It is essential that institutions receiving federal financial assistances operate in a nondiscriminatory manner. To ensure the University's compliance with the law, **adherence to Title IX regulations is everyone's responsibility.**

TITLE IX COORDINATOR

In accordance with Title IX regulations, the University has designated Lisa A. Spencer, SPHR Director of Human Resources and Affirmative Action, as the University's Title IX Coordinator. She is charged with monitoring compliance with these regulations. Questions regarding Title IX, as well as concerns and complaints of non-compliance, may be directed to:

Lisa A. Spencer, SPHR

Title IX Coordinator-Employees
Office of Human Resources and Affirmative Action
P.O. Box 4900
Normal, AL 35762
Phone: (256) 372-5835
Fax: (256) 372-5881
Email: lisa.spencer@aamu.edu

Tanisha Smith

Title IX Coordinator-Students
Health and Counseling Services Center
4011 Meridian Street
Huntsville, AL. 35811
Phone: (256) 372-4499
Fax: (256) 372-7005
Email: tanisha.smith@aamu.edu

Title IX Website: <https://www.aamu.edu/about/administrative-offices/human-resources/title-ix.html>

Alabama A&M University



Sexual Harassment and Title IX Complaint and Procedures

Alabama A&M University is committed to creating and maintaining an educational environment and workplace that is free from discrimination and harassment.

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